



Resilience Quotient Inventory™

The Resilience Quotient Inventory (RQi) is a unique questionnaire and profiling tool that provides users with feedback on their ability to cope with high pressure, change and adversity. Respondents complete a secure online questionnaire and receive a personalised report in which their personal scores are compared to a large sample population. The report highlights strategies that the respondent already uses and offers new skills and techniques to help build even greater resilience.

How do I complete the RQi profile?

It's a simple process:

- We set-up an account for you in our e-learning portal (thisisthrive.com)
- You will receive an email invite with your username and password (you can change the password whenever you wish in your 'Profile')
- In the Control Panel, you will see your link to the RQi questionnaire
- Once you have read and agreed to the terms you can proceed to the questionnaire (about 125 questions) which takes around 10 – 15 min to complete
- We recommend you complete the questionnaire in one sitting
- Once you've completed the questions, we generate your report

Your results will be held securely and confidentially by Thrive Training Ltd who own and manage the RQi. You will receive your report during your first coaching or training session with an RQi Practitioner.

Frequently Asked Questions (FAQs)

Is the RQi a test?

The RQi is not a test in the conventional sense; there are no right or wrong answers. The concept of getting top marks, as you might do in a test, is not relevant here. The report is designed to help raise self-awareness. Your answers are compared to a sample population so you can see where your relative strengths lie compared to others. Everyone has different ways of managing pressure and change; some of the strategies we use are effective and others might benefit from some development work; that's what the report will show.

What do I do with the results?

Your RQi Report is for you. The results provide a lot of insight so you can review and maybe change how you respond to high pressure. The thinking behind it is that if you are more self-aware and using strategies that are effective, you will be better able to cope with the

unexpected and more productive during tough times. There are no predefined goals for this process so you are free to focus on whatever areas you wish.

Will any information be shared with anyone else apart from my coach?

No. Your personal RQi Report is exactly that; it's yours and remains private to you. Your appointed RQi Coach is the only person who will see your report and all the information is treated in strict confidence.

Just a few of the things you will learn in your Resilience Quotient Report:

- What resilience is
- How it's measured
- What your RQ strengths are
- Areas you can develop and what resources you can use

The results of the RQi are displayed across Six Elements as indicated below:



More queries?

If you have any queries about the RQi or the coaching process you can send an email to training@thisisthrive.com.

Appendix: Confidentiality guidelines for coaching

In normal circumstances, one-to-one sessions with an RQi Practitioner are confidential. Naturally there have to be certain exceptions: if you disclose a clear intention to endanger yourself or others, or if we are required to do so by law, then confidentiality may have to be broken. Even in these cases, the coach will advise you before any information from a coaching session is shared with a third party.